

**CARRIERS OF
BULLFIGHTS**

CENTRAL INTELLIGENCE AGENCY

REPORT

INFORMATION REPORT

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SUBJECT Pay and Bonuses in the Soviet Merchant Fleet

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Personnel Afloat

1. Salaries of maritime personnel depend on the nature of their work, the registered tonnage and type of vessel in which they serve, and the waters in which they sail.
2. As labor conditions vary in different areas, the Government has created tariff belts (tarifniye poyasa) for establishing pay scales.

The pay in respect to all vessels is laid down in Order No. 139 dated 13 March 1946 of the People's Commissariat of the Merchant Fleet.

3. Shipping lines are at present grouped into three tariff belts. A schedule of pay, independent of the tariff belts, has been fixed for the Far Eastern, the Kamchatsko-Chukotskoye, and the Sakhalin shipping lines.
4. Salaries in the second belt are 15%, and in the third belt 50% higher than those in the first belt. Salaries in the Far Eastern and Kamchatsko-Chukotskoye shipping lines are 60% higher than in the first belt, and in the Sakhalin Shipping Line 50% higher than in the third belt.
5. Salaries also depend on whether the ship is sailing in coastal waters (kabo-tazh) or ocean-going (zagranyay). There are special allowances for lower-paid personnel sailing in coastal waters.
6. Sailors serving in oil-tankers receive 10% more pay than sailors in dry-goods vessels. Personnel in ships carrying oil products of the 1st category (1-sya kategoriya) receive 20% more than personnel in vessels carrying oil products outside this category.
7. Special rates of pay are fixed for tugs and barges of the Reichtanker Shipping Line operating between Astrakhan and the 14-foot roadstead (14-i futovyy reyd), and on the Astrakhan-Gurev-Makhachkala run.
8. All vessels of the Merchant Fleet are divided into eight groups according to their tonnage, viz.:

a. Cargo vessels and oil-tankers: 1st group - up to 450 tons

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2nd group - 451 - 850 tons
 3rd " - 851 - 1350 "
 4th " - 1351 - 2400 "
 5th " - 2401 - 4000 "
 6th " - 4001 - 8000 "
 7th " - 8001 - 10,000 "
 8th " - over 10,000 "

b. Cargo-passenger ships: 1st group - Vessels on local runs
 2nd " - up to 450 tons cargo capacity
 3rd " - 451 - 850 " " "
 4th " - 851 - 1350 " " "
 5th " - 1351 - 2700 " " "
 6th " - 2701 - 3500 " " "
 7th " - 3501 - 5000 " " "
 8th " - over 5000 " " "

c. Tugs: 1st group - up to 200 HP
 2nd " - 201 - 450 "
 3rd " - 451 - 700 "
 4th " - 701 - 1000 "
 5th " - over 1000 "

9. The tables given below refer to vessels of the first and eighth group and give the salaries, in rubles per month, of the highest and lowest paid personnel.

a. First tariff belt.

The following shipping lines belong to this belt:

Black Sea Dry-goods Shipping Line,
 Sochi Shipping Line,
 Black Sea Oil-tanker (Sovtanker) Shipping Line,
 Azov Shipping Line,
 Reidtanker Shipping Line,
 Danube Shipping Line

1) Dry-goods fleet.

Cargo vessels	up to 450 t.	over 10,000 t.
Cargo-passenger vessels	on local runs	" 5,000 t.
Tugs	up to 200 HP	" 1,000 HP
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	825 : 905 :	1550 : 1550 :
Galley boy	200 : 310 :	200 : 310 :

2) Oil-tanker fleet.

Vessels	up to 450 t.	over 10,000 t.
Captain	907.50 : 907.50 :	1705 : 1705 :
Galley boy	200 : 330 :	220 : 330 :
	:	:
3) Oil-tanker fleet carrying oil products of 1st category	:	:
	:	:
Captain	990 : 990 :	1860 : 1860 :
Galley Boy	240 : 350 :	240 : 350 :
	:	:

b. Second tariff belt.

The following shipping lines belong to this belt:

Caspian Dry-goods (Kaspiplot) Shipping Line,
 Caspian Oil-tanker (Kasptanker) Shipping Line,
 Northern Shipping Line,
 Baltic Shipping Line,
 Estonian Shipping Line,
 Latvian Shipping Line.

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1) Dry-goods fleet.

Cargo vessels	up to 450 t.	over 10,000 t.
Cargo-passenger vessels	on local runs	" 5,000 t.
Tugs	up to 200 HP	" 1,000 HP
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	948.75 : 948.75 :	1782.50 : 1782.75
Galley boy	230 : 340 :	230 : 340

2) Oil-tanker fleet.

Vessels	up to 450 t.	over 10,000 t.
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	1043.75 : 1043.75 :	1960.75 : 1960.75
Galley boy	253 : 363 :	253 : 363

3) Oil-tanker fleet carrying oil products of 1st category

Captain	1138.50 : 1138.50 :	2139 : 2139
Galley boy	276 : 386 :	276 : 386

c. Third tariff belt.

The Murmansh Shipping Line.

1) Dry-goods fleet

Cargo vessels	up to 450 t.	over 10,000 t.
Cargo-passenger vessels	on local runs	" 5,000 t.
Tugs	up to 200 HP	" 1,000 HP
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	1237.50 : 1237.50 :	2325 : 2325
Galley boy	337.50 : 437.50 :	337.50 : 437.50

2) Oil-tanker fleet

Vessels	up to 450 t.	over 10,000 t.
Captain	1361.25 : 1361.25 :	2557.50 : 2557.50
Galley boy	330 : 430 :	330 : 430

3) Oil-tanker fleet carrying oil products of 1st category

Captain	1485 : 1485 :	2790 : 2790
Galley boy	360 : 460 :	360 : 460

d. Outside tariff belts.

1) The Far Eastern and Kamchatka-Chukotskoye Shipping Lines.

a) Dry-goods fleet

Cargo vessels	up to 450 t.	over 10,000 t.
Cargo-passenger vessels	on local runs	" 5,000 t.
Tugs	up to 200 HP	" 1,000 HP
	Ocean-going : Coastal :	Ocean-going : Coastal :
Captain	1320 : 1320 :	2430 : 2430
Galley boy	320 : 420 :	320 : 420

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b) Oil-tanker fleet

Vessels	up to 450 t.		over 10,000 t.	
	Ocean-going:	Coastal:	Ocean-going:	Coastal:
Captain	1452	: 1452	: 2728	: 2728
Galley boy	352	: 452	: 352	: 452

c) Oil-tanker fleet carrying oil products of 1st category

Captain	1584	: 1584	: 2976	: 2976
Galley boy	334	: 484	: 334	: 484

2) The Sakhalin Shipping Line

a) Dry-goods fleet.

Cargo vessels	up to 450 t.		over 10,000 t.	
Cargo-passenger vessels	on local runs		" 5,000 t.	
Tugs	up to 200 HP		" 1,000 HP	
	Ocean-going:	Coastal:	Ocean-going:	Coastal:
Captain	1856.25	: 1856.25	: 3487.50	: 3487.50
Galley boy	450	: 550	: 450	: 550

b) Oil-tanker fleet.

Vessels	up to 450 t.		over 10,000 t.	
Captain	2042	: 2042	: 3836.25	: 3836.25
Galley boy	495	: 595	: 495	: 595

c) Oil-tanker fleet carrying oil products of 1st category

Captain	2227.50	: 2227.50	: 4185	: 4185
Galley boy	540	: 630	: 540	: 630

10. Bonuses awarded to personnel afloat for fulfilling and overfulfilling the plan for transport of goods and other tasks.

Order No. 420 dated 28 August 1943 of the Ministry of the Merchant Fleet laid down a scale of bonuses to be paid to the personnel afloat in excess of their basic salaries.

Bonuses for fulfilling and overfulfilling monthly or quarterly quotas in ton/miles, are paid to the crews of dry-goods vessels, oil tankers, cargo-passenger and passenger ships.

11. Bonuses for fuel economy

Bonuses for fuel economy can be obtained by the entire crew staff of a vessel and also by personnel directly or indirectly influencing fuel consumption. Bonuses vary between 3% and 15% of the monthly salary.

12. Maintenance bonuses

A bonus amounting to two months salary is paid to personnel if the machinery which they maintain is not laid up for repairs during a period of two years.

13. Repair work carried out by crews

Repair of vessels by their crews takes place as competition. Pay for repair of vessels, which is at piece-work rate, varies with the tariff belt to which the vessel belongs.

14. Food rations (Stolovoye dovolestvie)

By Order No. 503 dated 13 October 1943 of the Ministry of the Merchant Fleet, all sailors are rations free of charge.

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The ration allowance for crews of auxiliary craft, including personnel of floating cranes and transhippers is:

Southern basins - 60 rubles a month per head
 Northern basins - 75 rubles a month per head
 Far Eastern basins - 90 rubles a month per head

15. Free days (Vykhodnye dni)

All sailors are entitled to two days off per month. These free days can be accumulated and added to their annual 15 days leave.

Workers in Coastal Organizations

16. Coastal organizations comprise administrative offices of the following:

- a. Shipping lines
- b. Ports
- c. Waterways
- d. Shipyards
- e. Maritime Registry Inspectorate (Inspektziya morskogo registra)
- f. Maritime agencies
- g. Maritime building, storage and supply administrations, etc.

All personnel of these organizations are paid fixed salaries, which depend on the location of the organization.

17. All pay rates of workers in coastal organizations of the Ministry of the Merchant Fleet are grouped in three tariff belts (tarifniye poyasa) which vary with different areas. The coastal organizations of Sakhalin Island have special increased rates.

a. First tariff belt.

- 1) Shipping lines: Black Sea Dry-goods, Azov, Danube, Black Sea Oil-tanker (Sortanker), Sochi, and Reistanker.
- 2) Waterways Directorates: Azovdonbassut and Dniepropet.
- 3) Ports: Odessa, Novorossiysk, Loti, Zhdanov, Nikolayev, Kherson, Kertch, Puzos, Rostov-on-Don, Feodosiya, Yalta, Kerch, Izmail, Mari, Iliya, Sudzhumi, Sochi, Taganrog, Osipenko, Yeisk, Yevpatoriya, Astrakhan, and all auxiliary ports and landing stages attached to them.
- 4) Industrial enterprises: Yards i/n. Marti, 10th Anniversary of October Revolution, Karl Marx, Odessa Ship-repair Yard, Kerch Yard, Yard i/n Dzerzhinski, Zhdanov Yard, Kherson Wharf, Novorossiysk Yard, Paganro Yard, Batumi Yard, Sudzhumi Yard, Krasnyy Koryak Yard, Astrakhan Wharf, Karposudskaya Wharf, Feodosiya Yard, Loti Workshops, Kherson Yard, Odessa Workshops, Osipenko Yard, Mari Workshops, floating workshops of the Reistanker.

b. Second tariff belt.

- 1) Shipping Lines: Caspian Dry-goods, Caspian Oil tanker, Northern, Baltic, Latvian, Latvian.
- 2) Waterways Directorates: Kasimovsk and Arkharovsk.
- 3) Ports: Leningrad, Tallinn, Arkhangelsk, Riga, Baku, Vladivostok, Vostochny, Klaipeda, Lepaya, Tallinn, Molotovsk, Vostochny, and all auxiliary ports and landing stages attached to them.
- 4) Industrial enterprises: Parizskaya Kommuna Yard, Krasnaya Kuznitsa Yard, Kirovskaya Yard, Yard i/n Gdzhov, Vano Starua Yard, Kanonovskiy Yard, Arkhangelsk Yard, Riga Yard, Leningrad Ship Equipment Works, Vladivostok Yard, Baku Wharf, Severo-Dvinskaya Wharf, Strel'nitskaya Wharf, Izishki Dock Workshops, Baku Workshops, Riga Workshops, Klaipeda Yard.

c. Third tariff belt.

- 1) Shipping Lines: Far Eastern, Far East, Kamchatka-Chukotskoye.

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- 2) Seaports: Murmansk, Vladivostok, Krasnodsk, Nikolayevsk-on-Amur, Petropavlovsk, Pechora, Sovetskaya Gavan-Vanino, and auxiliary ports and landing stages attached to them.
- 3) Industrial enterprises: Yard of the Glavdalprom (Chief Directorate of Far Eastern Industry) at Sovetskaya Gavan, Vladivostok Yard, Krasnovodsk Yard, Nikolayevsk-on-Amur workshops.

18. Organizations and enterprises of the Merchant Fleet not mentioned above (maritime agencies, supply offices, etc.) come under the tariff belt to which the port, or town, where they are located belongs.

19. Outside of tariff belts

The Danubian Shipping Line and the ports and enterprises located on Danubian Island are outside the tariff belts.

20. Category of Ports and Industrial Enterprises

The remuneration of workers of ports and enterprises depends, in addition to the tariff belts to which these organizations belong, on the category (razryad) of the port or enterprise.

Ports and industrial enterprises are classified by categories as follows:

Category	Sea Ports	Yards, Harbors and Workshops.
Un- class- ified	Murmansk	Krasnaya Kuznitsa Yard
	Leningrad	Kanoneriski Yard
	Kaliningrad	A. Marti Yard (Odessa)
	Odessa	Parizhskaya Kommuna Yard
1st	Novorossiisk	Zakfederaltsiya Yard
	Vladivostok	Riga Yard
	Krasnovodsk	
	Arkhangel'sk	Murmansk Yard
	Riga	Arkhangel'sk "
	Nikolayev	Odessa "
	Poti	Dzerzhinski "
	Batumi	Zhdanov "
	Zhdanov	Kerch "
	Baku	10th Anniversary of Oct. Revolution Yard
	Bakhchakala	Karl Marx Yard
	Lepaya	Gadzhov "
	Ventspils	Vano Sturua "
	Klaipeda	Vladivostok "
2nd	Tallinn	Sovetskaya Gavan Yard
	Kholmuk	Krasnovodsk Yard
	Kovskov	Kherson Harb
	Telnoysk	Karposadskaya Harb
	Ust'-Izmail	
	Molotovsk	Leningrad Ship Equipment Works
	Pechora	Novorossiisk Yard
	Vysborg	Sukhumi "
	Izmail	Batumi "
	Henri	Zagorod "
	Kherson	Krasnyy Koryak Yard
	Pedossiia	Bakhchakala "
	Tuapse	Klaipeda "
	Rostov-on-Don	Kiliya "
	Kerch	Strelnitskaya Harb
	Astrakhan	Astrakhan
	Nikolayevsk/Amur	Baku Harb

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Category	Sea Ports	Yards, Harbors and Workshops
		Lenski Dok Workshops
		Neodociya Yard
		Baku Yard
		Nikolayevsk-on-Amur Workshops
		Osipenko Yard
		Koni Workshops
		Floating Workshops of Reichtanker
		Potti Workshops
		Eherson Yard
		Odessa Workshops
		Riga Workshops
	Kilipa	
	Yevpatoriya	
	Yeisk	
	Osipenko	
	Tuganrog	
3rd	Sovetskaya Gavan-Vladiv	
	Belomorsk	
	Kem	
	Mezen	
	Onega	
	Gandalaksha	
	Tenryuk	

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21. Table showing some scales of pay for personnel in coastal organizations.

	1st Tariff belt Black Sea, Azov & Danube Basins, Astrakhan, Azovmorgeput and Rostovmorgeput, Kavkazskaya Flotilla	2nd Tariff belt Baltic, Northern & Caspian Basins, except Astrakhan, Kaspiymorgeput and Arkhymorgeput.	3rd Tariff belt Murmansk & Far Eastern Basins, except Sakhalin Island, Krasnovodsk, Pechora	Unclassified
a) Shipping lines, waterways, etc.				
Chiefs of shipping lines, waterway directorates, etc.	1800-2200	2070-2550	2700-3300	1050-1950
Chief Maritime Agents	1000-1500	1150-1725	1500-2250	2250-3375
Engineers and dispatchers	680-980	780-1095	980-1350	1550-2025
b) Seaports				
Chiefs of unclassified ports	2000	2300	3000	
Chiefs of ports of the 1st category	1100-1500	1265-1725	1650-2250	2475-3375
" " " 2nd "	1000-1300	1265-1495	1500-1950	2250-2925
" " " 3rd "	880-1100	920-1265	1200-1650	1800-2475
c) Industrial Enterprises.				
Directors of unclassified yards	2000	2300	3000	
" of yards & wharves of 1st cat.	1500	1725	2250	3375
" of yards & wharves of the 2nd category & workshops of 1st category	1200-1900	1380-1495	1800-1950	2700-2925
" of other yards, wharves, and workshops	880-1000	920-1150	1200-1500	1800-2250
Chief testing (probator) engineers	880-1100	920-1265	1200-1650	1800-2475

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22. Bonuses

The award of bonuses to engineers, technicians, and operating personnel of shipping lines, ports, and waterways was established by Order No. 420 of 28 August 1948 of the Ministry of the Merchant Fleet.

Bonuses are granted to the following:

- a. Workers of shipping lines for fulfilling and overfulfilling the State Plan for the transport of goods in ton/miles, provided the cost laid down is not exceeded.
- b. Workers of ports for fulfilling and overfulfilling the plan for the handling of goods at the cost laid down.
- c. Waterway workers for fulfilling and overfulfilling the plan in connection with operations within the specified time, and for maintaining channels with their installations in good condition at the cost laid down.
- d. The amount of the bonuses depends on the size and nature of the organization. For this purpose all coastal organizations of the Merchant Fleet have been divided into three groups, the first of which receives the highest bonuses, and so forth.

1) Shipping Lines.

1st Group

Black Sea
Danube
Caspian
Baltic
Far Eastern
Northern
Kasptanker
Reidtanker
Sovtanker

2nd Group

Azov
Murmansk
Estonian
Latvian
Sakhalin
Kamchatsko-Chukotskoye

3rd Group

Sochi

2) Waterway Directorates.

1st Group

Arkhmorput
Reidmorput

2nd Group

Azovmorput
Kaspmorput

3) Ports

1st Group

Leningrad, Murmansk, Arkhangelsk,
Odessa, Novorossiisk, Poti,
Vladivostok, Petropavlovsk

2nd Group

Nikolayev, Balai, Krasnovodsk,
Ismail, Rumi, Nakhachkala,
Ventspils, Kaliningrad, Riga,
Lepaya, Klaipeda, Tallinn,
Nakhodka, Nikolayevsk-on-Amur,
Aleksandrovsk (Sakhalin),
Kholmak, Korsakov, Kherson,
Zhdanov, Telnovsk, Ulyogorsk.

4) Agencies

Astrakhan (Dry-goods).

Shipping lines, ports and maritime agencies not mentioned above, come under the third group in respect to bonuses.

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5) Line (liniynye) Organizations of Shipping and Ports.

1st Group	2nd Group
Ship Repair Workshops of the Latvian Shipping Line	Truck Machine Workshops
Loksa Workshops of the Estonian Shipping Line	Small Ship Repair Workshops
Tallinn Workshops of the Estonian Shipping Line	Workshops for the mechanization of Novorossiisk Port
Isaail Ship Repair Workshops	Ship Repair Sector of Novorossiisk Port
Kilsya Workshops	Machine Workshops of Nikolayevsk Port
Poti Ship Repair Workshops	Gurevskoye Ship Repair Workshops
Machine Workshops of Odessa Port	Workshops of the Kasptanker Signal Section
Machine Workshops of Sovtanker	Workshops for Navigational Repair of the Kasptanker Fleet
Machine Workshops of Reiddunker	Rain Navigational Workshops of the Kasptanker
Machine Workshops of Leningrad Port	Lifboat Workshops of Batumi Port
Transport Dept. of Leningrad Port	Tailoring Workshops of the Black Sea Dry-goods Shipping Line
Truck Depot of Riga Port	Mechanical Laundry in Odessa
Auto Base (avtobazs) of Kasptanker	Auto Base of Leningrad Port
Auto Base of Murmansk Port	Auto Base of Ventspils Port
Krasnogvardeiskaya Sherf	Equipment producing enterprises of the Black Sea Shipping Line
Central Machine Workshops of Vladivostok Port	Printing Offices Politotdelov
Auto Base of Vladivostok Port	" " Zikhodkazanskiy Moryak
Printing Offices of Moryak	" " Moryak Zapolyarnye
	" " No. 6, in Leningrad
	" " No. 7, in Leningrad
	Machine Workshops of the Murmansk Port

The total monthly bonus to coastal workers (except for the All-Union socialist competition) does not exceed 150% of a month's salary.

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